# New Jersey Public Employment Relations Commission

#### **POLICE AND FIRE**

### COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #						
	SECTION I: Parties and Term of Contracts					
1	Public Employer: Borough of Emerson County	Bergen				
2	Employee Organization: PBA Local 206 (Local Emerson) Number	er of Employees In Unit: 20				
3	Base Year Contract Term: Jan 1, 2013 - Dec 31, 2018					
4	New Contract Term; Jan 1, 2017 - Dec 31, 2020					
	SECTION II: Type of Contract Settlement (please check of	nly one)				
5	Contract settled without neutral assistance	· ·				
6	Contract settled with assistance of mediator					
7	Contract settled with assistance of fact-finder					
8	Contract settled in Interest Arbitration					
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award?					
	SECTION III: Base Salary Calculation					
	The "base year" refers to the final year of the expiring or expired agreement.					
	N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "Base salary means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."					
10	Salary Costs in base year	\$ 1,965,657.51				
11	Longevity Costs in base year	\$ 60,403.08				
12	Other base year salary costs					
	Hollday Pay \$75,620.13					
	Sgt Differential \$34,461.10	•				
	College Credits \$2,700					
	\$					
	Sum of "Other" Costs Listed In Line 12.	\$ 112,781.23				
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ 2,138,841.82				

Employer: Borough of Emerson			Employee Organization:		PBA Local 206 (Local Emerson) Page		
14	SECTION IV: Increase in Base Salary Cost (for each year of Notal Base Salary Cost from Line 13: \$\frac{2,138,841.82}{2,138,841.82}\$				w CNA)		
	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	2017	2018	2019	2020	<u> </u>	
16	Cost of Salary Increments (\$)	75,656	91,193	69,575.26	81,346.09		4
17	Salary Increase Above Increments (\$)	48,574	18,349	20,558	20,863	.1-(4-1)-(11-1)-(11-1)	
18	Longevity Increase (\$)	4,838.46	6,680.10	2,385.21	7,936.81		144.m., 134.14444.
19	Total Increased Cost for "Other" Items (\$)						
20	Total Increase (\$) (sum of lines 16-19)	129,068.07	116,221.86	92,518.47	110,145,90		
SECTION V: Average Increase Over Term of New CNA							
21	Dollar Increase Over Life	of Contract	\$ 447,954.29	(Take sum	n of all <b>a</b> mount	s listed on Line	20 above]
22	Percentage Increase Over Life of Contract 20.94 % [Divide amount on Line 21 by amount on Line 14]				on Line 14]		
23	Average Percentage Increase Per Year 5.24 % [Divide percentage on Line 22 by number of year				er of years of		

the contract]

### SECTION VI: Other Economic Items Outside Base Salary and Increases

#### ←Increases→

24	item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Clothing Allowance	17,000	0	0	0	0		A STATE OF THE STA
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			***************************************		also Harsal (1967)	<u></u>		
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				]	,			
25	Totals (\$):	17,000	0	0	0	0		

### SECTION VII: Medical Costs

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 425,668.32	\$ 340,279.80
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$ 2,807.00	\$ 2,997.00
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 428,475.32	\$ 343,276,80

Page 3 of 4 (complete all pages)

Emplo	yer: Borough of Emerson	Employee Organization: PBA Local 206 (Local Emerson) Page 4
	ON VII: Medical Costs (continued)	
31	Employee Insurance Contributions  Contributions as % of Total Insurance Cost	\$\frac{138,558.62}{32.33} \% \frac{\$113,710.95}{33.13} \%
33 N/A	Identify any insurance changes that were	e included in this CNA.
34	SECTION VIII: Certification and Signature The undersigned certifies that the foreg	
	Print Name: Robert S Hoffmann  Position/Title: Borough Administrator  Signature: 118208	
	Send this completed and signed form a certification form to: contracts@perc.	along with an electronic copy of the contract and the signed .state.nj.us
	NJ Public Employment Relations Comm Conciliation and Arbitration PO Box 429 Trenton, NJ 08625	
	Phone: 609-292-9898	Revised 8/2016

# Certification

l declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2017 thru 12/31/2020.

Employer:	Borough of Emerson			
County:	Bergen	<b>V</b>		
Date:	11/8/2018			
Name:	Robert S. Hoffmann			
	Print N	lame		
Title:	Borough Administr	ator		
	alt Stall	no		
	Signa	ture		